
Health Workforce Council



Santa Cruz County • 09.18.2024



Introductions

Please share your name, role, and organization in the Zoom chat



Agenda

Presentations

- Futuro Health Surgical Technician Program
- Central Coast K-16 Regional Collaborative

Updates

- Health Workforce Council workgroup quarterly updates
 - HIP Community Forum recap
-



Growing the Allied Health Workforce

Using Externships and Apprenticeships

Lonnie Mills RN, MSN, CDP, CIHC

Director of Experiential Learning

Traci West CST, BSCTE

Apprenticeship Leader, Program Manager Surgical Services

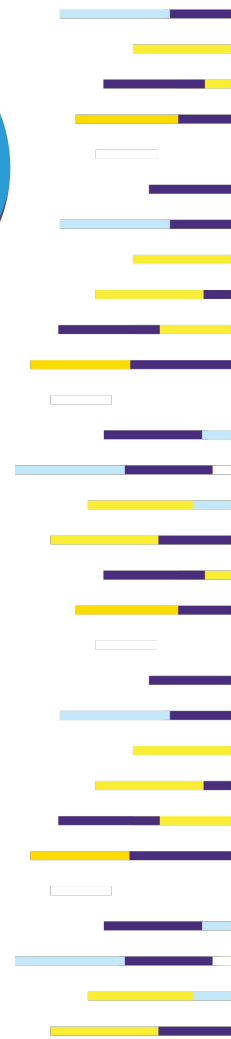
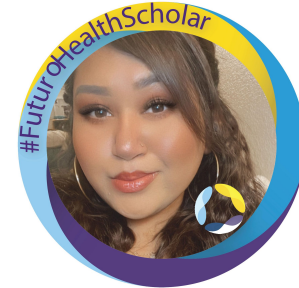
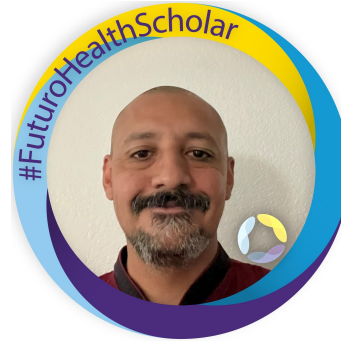
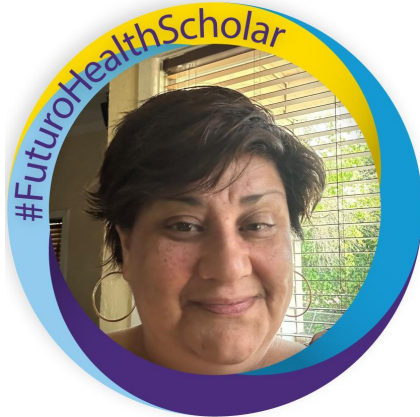
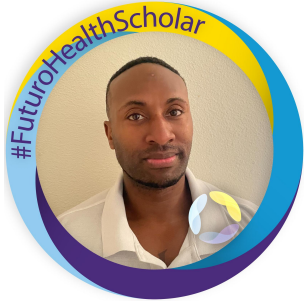
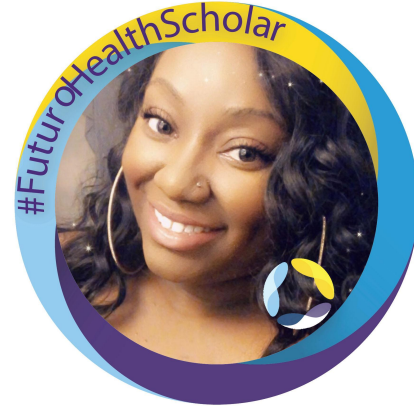
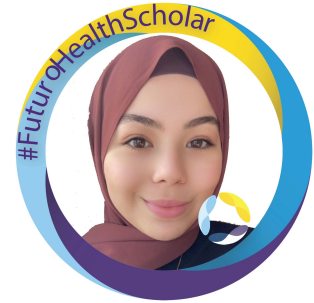
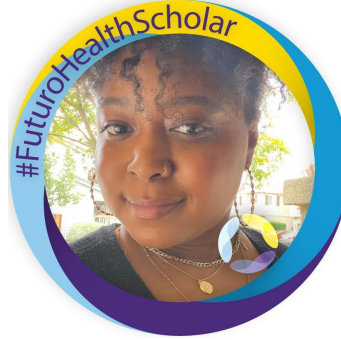
OUR NONPROFIT MISSION

To improve the health and wealth of communities by growing the largest network of allied healthcare workers in the nation.

EMBRACING EQUITY. CHANGING LIVES. WORKFORCE SOLUTIONS BUILT FOR SCALE.

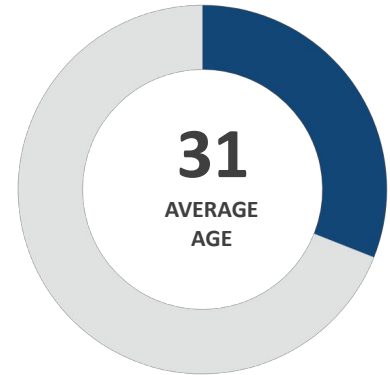
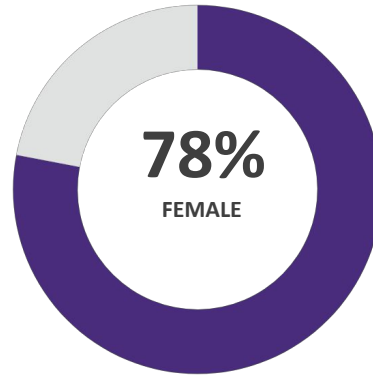
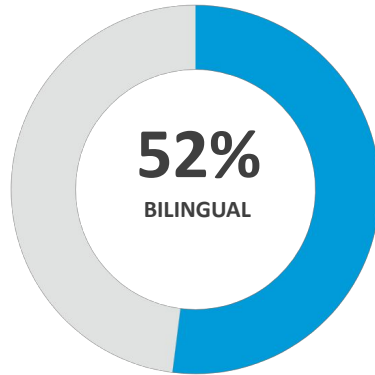
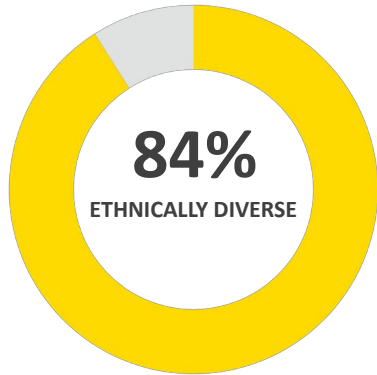
Meet Futuro Health Scholars

Untapped talents within communities



THE SOLUTION WORKS

Futuro Health Scholars represent the diversity of local communities.





OUR BEST PRACTICES IN ACTION

Global & National Recognition



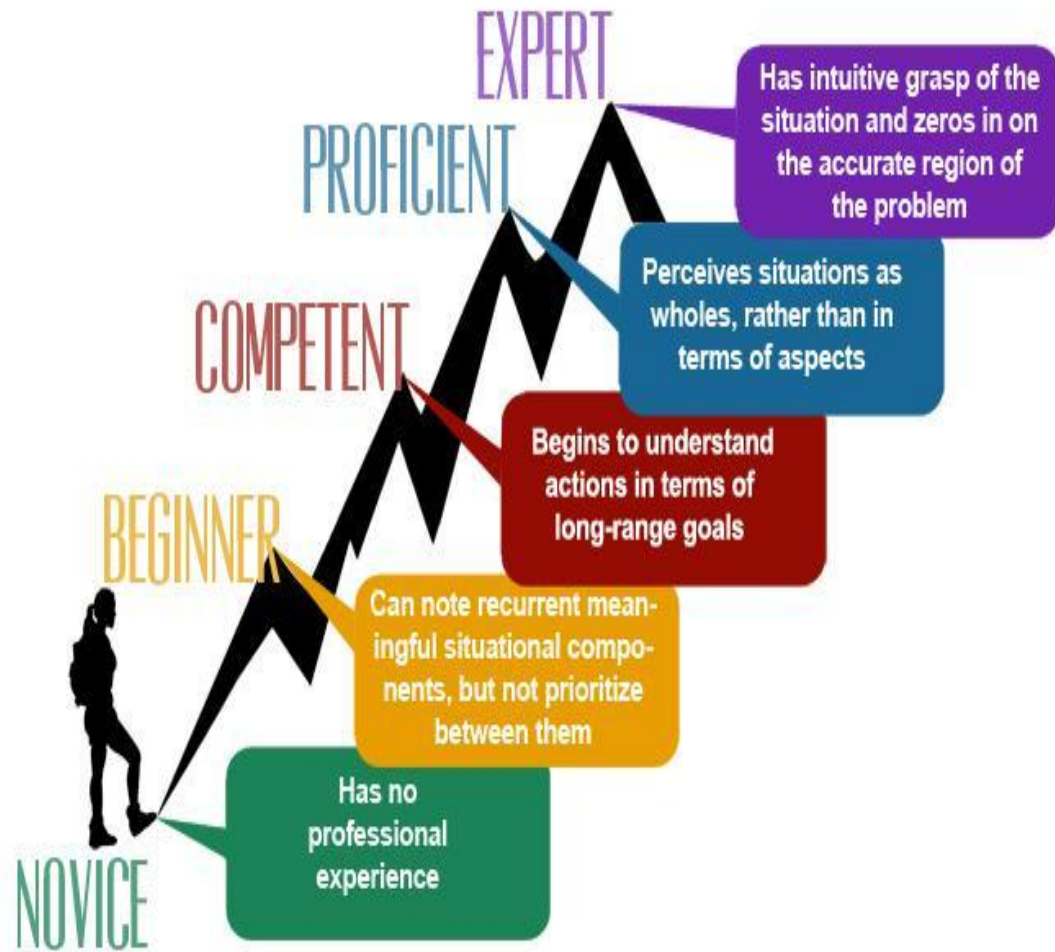
Programs & Training Opportunities

13+ programs and training opportunities are available to Futuro Health Scholars:

- Medical Assistant
- Phlebotomist
- Pharmacy Technician
- Patient Care Representative
- Patient Care Technician
- Sterile Processing Technician
- Surgical Technologist
- Emergency Room Technician
- EKG Technician
- Medi-Cal Peer Support Specialist
- Vocational Nursing
- CalGrows In-Home and Community-Based Caregiver
- Foundations of Public Health Informatics and Technology



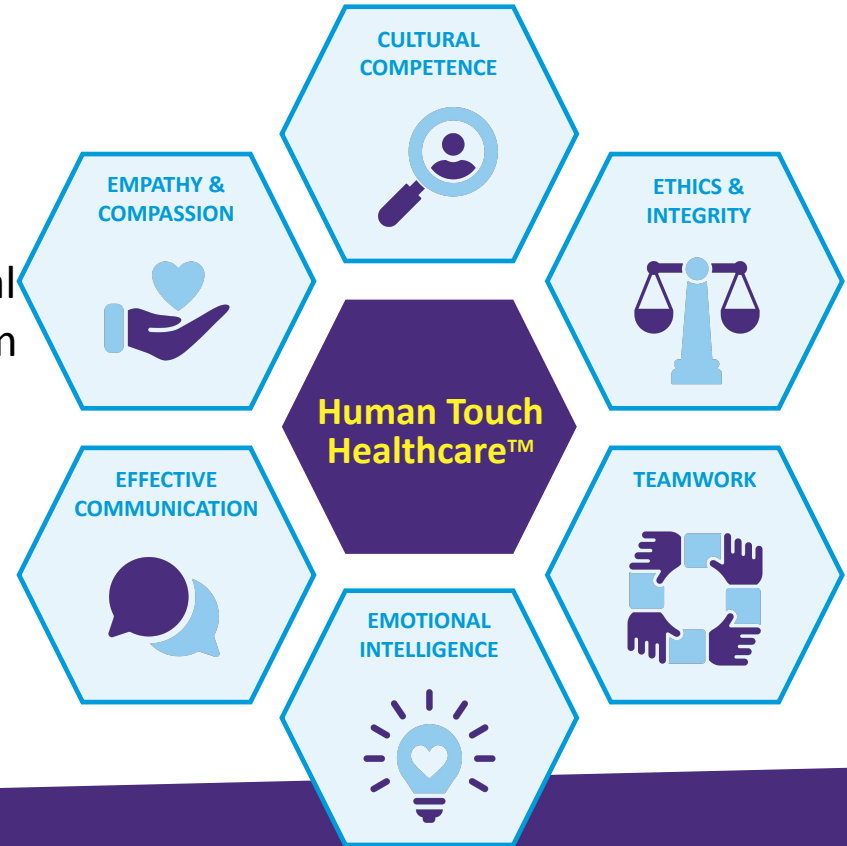
The ~~Student~~ Scholar Journey



Human Touch Healthcare™

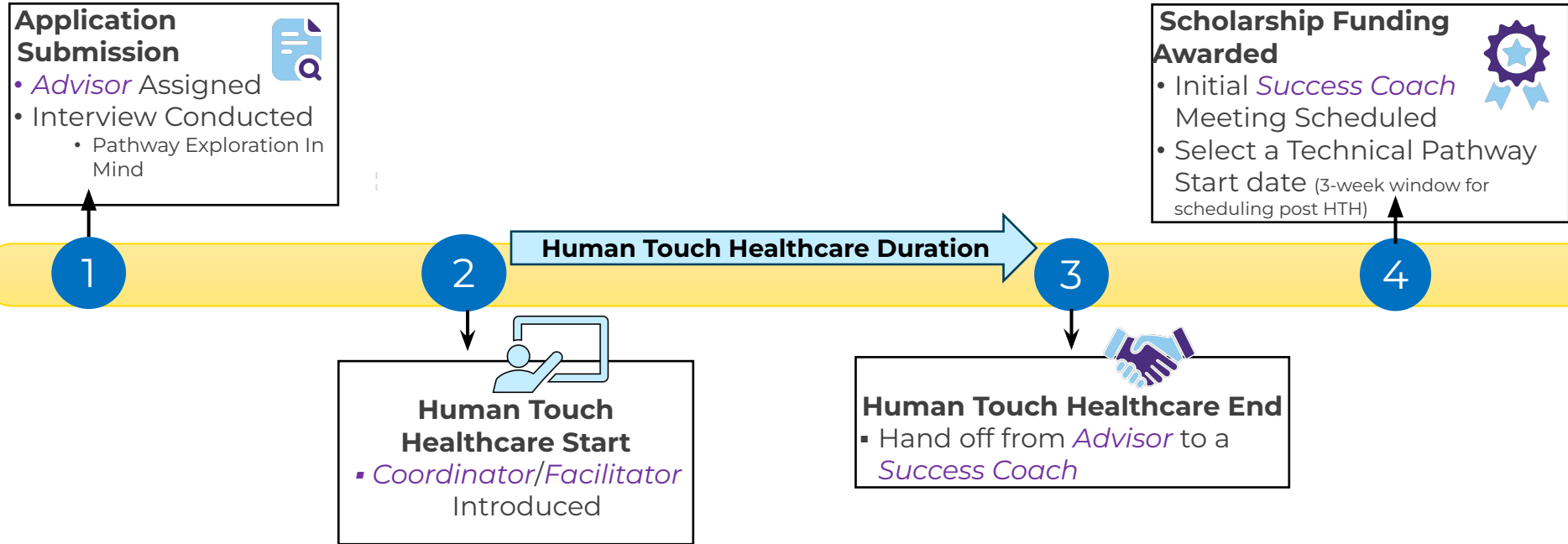
OUR UNIQUE TRAINING

All Scholars engage in this interactive coursework, mastering interpersonal competencies that employers value to transform patient care.



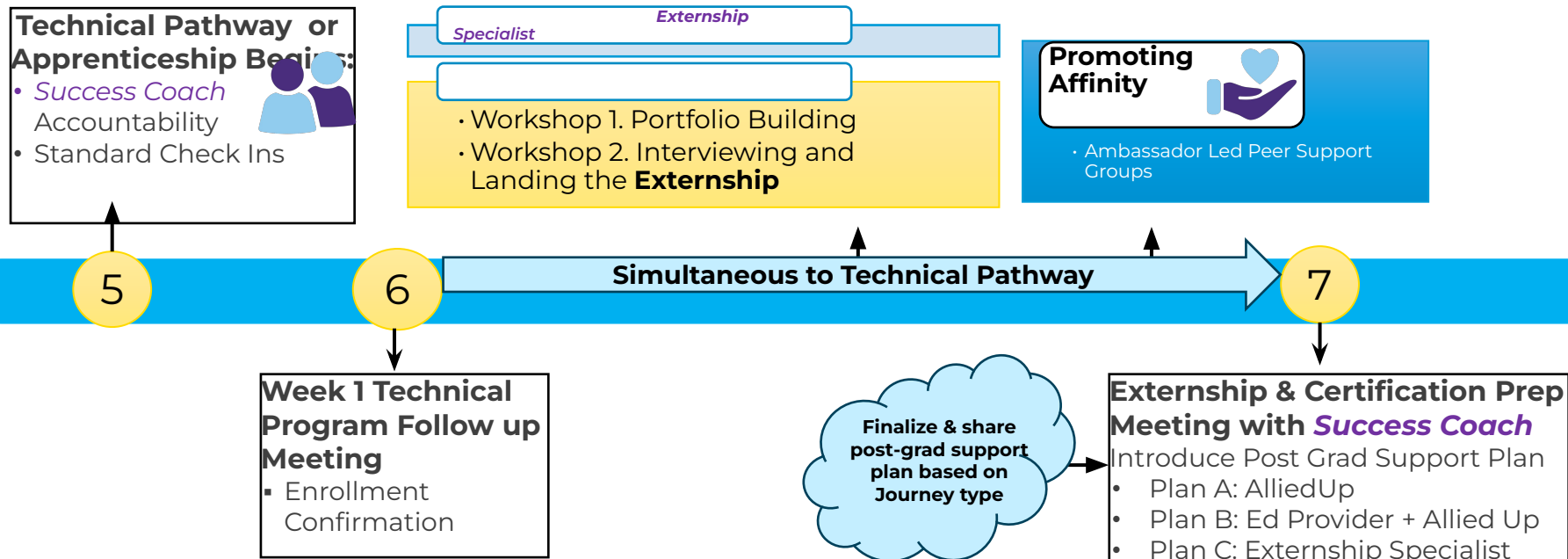
END TO END SCHOLAR JOURNEY

Application Process: Career Exploration and Soft Skills Training



END TO END SCHOLAR JOURNEY

Technical Pathway: Externship Readiness



END TO END SCHOLAR JOURNEY

Technical Pathway: Externship Readiness

Externship Begins
(if applicable)



8

Clinical Externship Sourcing Specialist

- Q & A sessions held Mon & Fri (AM, PM, Alternating Weekends)

Program Completion Meeting with *Success Coach*

- Confirm post Extern Employment (if applicable)
- Non-Extern Students introduced to Post Grad Support Plan

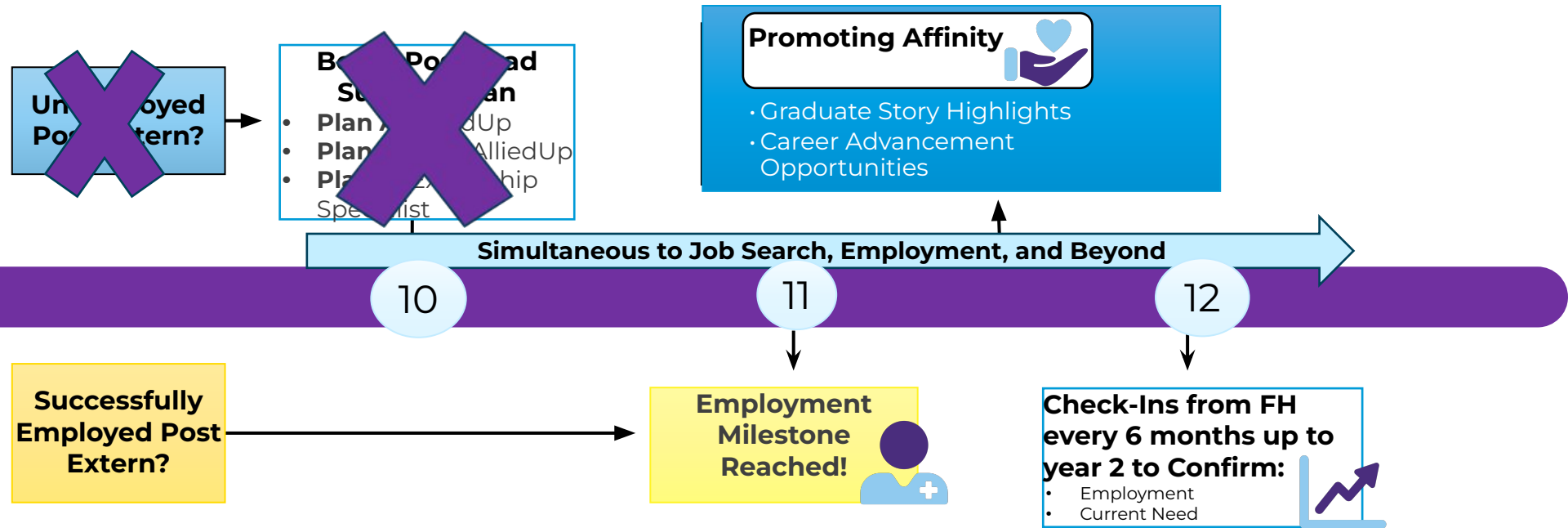
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Throughout Externship

Preceptor Training and Support provided for Externship Partners via Canvas

END TO END SCHOLAR JOURNEY

Placement, Growth Opportunity, & Futuro Health Affinity Building



Externship to Employment

How Can We Help Fill the Workforce Gaps!

Opportunity Areas

- Lack of externship opportunities



Solutions to move forward

- Source local talent to match employment needs
- Match employment opportunities with current scholars
- Gain Externships, which lead to employment!

Hiring Process

We can shorten the hiring process with Externships!



- Externs taught that the interview process starts on their **first day**.
- The employer can vet if the FH Scholar is a **good fit during** the externship.
- **Bonus** - Orientation has begun!

New: Futuro Health Career Start Platform

Makes it easier for employers to try our talent through externships

- Our **Futuro Health Career Start Platform** provides:
 - Easier onboarding and securely collecting required documents online.
 - Input facility availability and match for possible externship placement.
 - Decreases the “back and forth” between Ed Providers and the externship site.
 - Track the schedules of Scholars to ensure they are meeting the required hours



Preceptor Support

We will train and support your Preceptors

- **Problem:**
 - Not enough preceptors or training.
- **Solution:**
 - A supplemental Preceptor 20-hour course developed for externship partners.
 - Dedicated staff to provide support for the Preceptors throughout the externship.
 - Facilitates professional development for key staff, leading to retention.



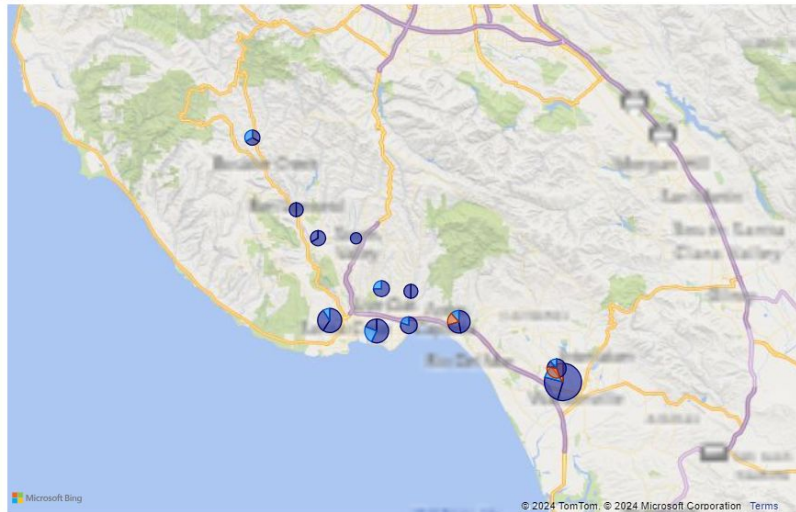
Futuro Health Scholars in Santa Cruz County

Other current and future scholars can be sourced locally

Program:
 Macrocategory:
 County:

Scholars by Milestone

- Initial Admission
- Enrolled in Gateway Program
- Program Complete



Program	Category	# of Scholars
Medical Assisting	Initial Admission	24
Pharmacy Technician	Initial Admission	4
Phlebotomy	Initial Admission	9
Sterile Processing Technician	Initial Admission	5
	Initial Admission	98
Medical Assisting	Initial Admission	4
Pharmacy Technician	Initial Admission	1
Medical Assisting	Enrolled in Gateway Program	18
Pharmacy Technician	Enrolled in Gateway Program	1
Phlebotomy	Enrolled in Gateway Program	3
	Program Complete	1
Medical Assisting	Program Complete	8
Phlebotomy	Program Complete	14
Sterile Processing Technician	Program Complete	1
Total		125

We want to give you what you need!

But to do that, we need Externship partnerships.....



Next steps for partnership development

We Streamlined the Process!!

- We have a Master Affiliation Agreement (MAA)
 - Futuro Health partners with Multiple Education providers
- The MAA helps to streamline the affiliation agreement process
- Futuro Health is Point of Contact for onboarding and during externship

Let's Connect and Discuss!

- Contact Lonnie Mills RN
MSN, CDP, CIHC
- Director of Experiential
Learning
- lmills@futurahealth.org
- 916-249-2069
or
- 870-705-5069





Let's Talk Apprenticeships!



Why Apprenticeships?

- Apprenticeship programs present a viable and effective strategy for workforce shortages and skill gaps
- A proven solution for businesses to recruit, train, and retain highly skilled workers.
- The role of apprenticeships is crucial in building a robust and adaptable workforce.
- Apprenticeships align with workforce training and market needs to ensure that organizations have access to skilled labor necessary to thrive.
- Apprenticeships represent a win-win scenario that promotes growth, innovation, and opportunity.

The Benefits for Employers

Cost Savings: Reduce recruitment and initial training expenses. Internal training can be more cost-effective than hiring new employees.

Employee Retention: By investing in the training and development of their employees, businesses can foster loyalty and reduce turnover.



The Benefit for Employers

The CA Government will pay employers to participate in apprenticeship programs!

Apprenticeship Program

DIR's Division of Apprenticeship Standards (DAS) is responsible for the development, maintenance and registration of California's apprenticeship programs in all industries including Construction and Building, Firefighting, Information Technology, Health Care, Civil Service/Public Sector and Advanced Manufacturing.

Other significant benefits to registered apprenticeships include reduced rates of turnover, improved morale, more ease in succession planning, a more diverse workforce and the following:

- 1) Return on investment: \$1.47 return for every \$1.00 invested in apprenticeship
- 2) Free consultative services from DAS to setup your program
- 3) Eligibility for state and/or federal funding upon program registration
- 4) Apprentice pay structure commensurate with productivity



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The Benefits for Employers

Talent Pipeline: Our training combined with on-the-job learning ensures that apprentices are well-prepared to meet employer and industry standards.

Apprentices gain new skills and knowledge, making them more versatile and valuable to your organization.

Flexibility: Apprentices can be new hires or organizations can select current employees to join the apprenticeship program.

For Example:

- Internal Opportunities:

- LVNs and sterile processing technicians to earn certification in surgical technology.
- CNA's, phlebotomist, and MA's to earn certification in sterile processing.

- External Opportunities:

- Hire graduates of high school allied health programs into sterile processing or surgical technology positions.



Benefits for Apprentices

- **Full Scholarships:** All training costs, including tuition and materials, are covered.
- **Earning While Learning:** Apprenticeships provide a unique opportunity to earn a salary while gaining practical experience and education.
- **Career Advancement:** Apprenticeships offer a clear pathway for career progression, often leading to higher-paying positions and greater job security.
- **Skills Development:** Apprentices gain hands-on experience and training in their field, making them more competitive in the job market.
- **Nationally Recognized Credentials:** Completers of our apprenticeship program are eligible to earn industry certification – CRCST (sterile processing technician), TS-C (surgical technology).



Sterile Processing Technician Apprenticeship Program



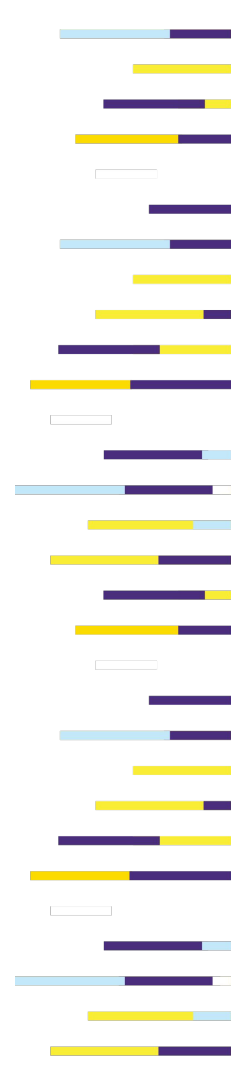
Approximately 12-months in length



Competency-based model



Eligible to earn Certified Registered Central Service Technician (CRCST) credential awarded through the Healthcare Sterile Processing Association (HSPA).



Surgical Technology Apprenticeship Program

APPROXIMATELY 12-MONTHS IN LENGTH

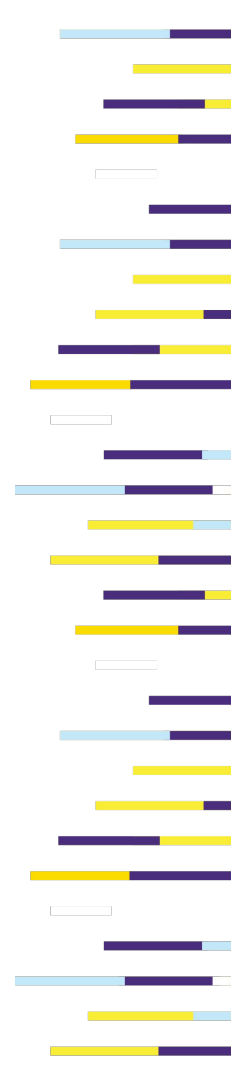
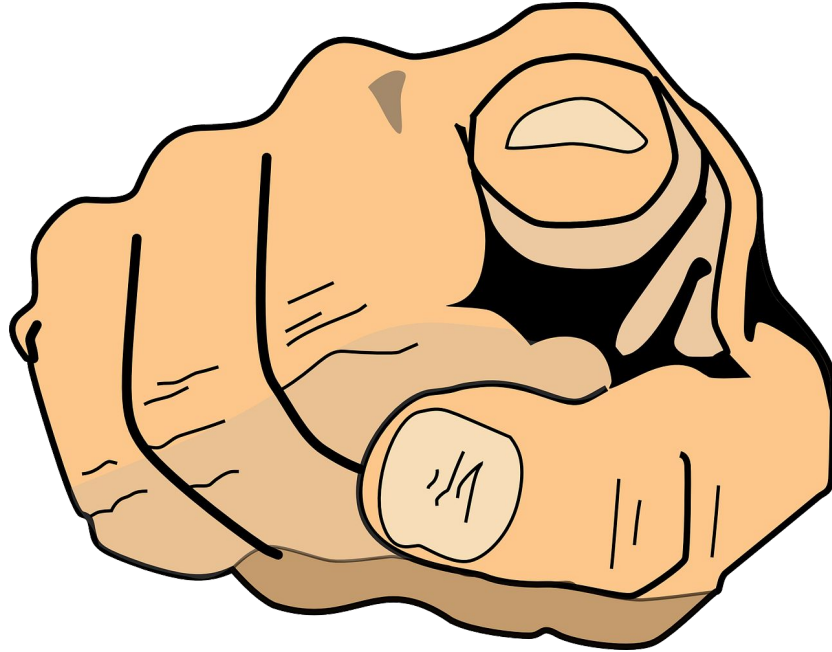
CREDIT FOR PREVIOUS EXPERIENCE IN RELATED FIELD

COMPETENCY-BASED MODEL

ELIGIBLE TO EARN TECH IN SURGERY-CERTIFIED (TS-C) CREDENTIAL
AWARDED THROUGH THE NATIONAL CENTER FOR COMPETENCY
TESTING (NCCT)

What Does it Take to Start?

Just one Employer!



Let's Connect and Discuss!

- Contact Traci West CST, BSCTE
- Apprenticeship Leader and Pathway Manager of Surgical Services
- twest@futurahealth.org
- 386-209-1514



Questions??

We got answers!





CENTRAL COAST K-16 REGIONAL COLLABORATIVE

HIP Health Workforce Council
Quarterly Meeting

SEPTEMBER 18, 2024



www.centralcoastk16collab.org



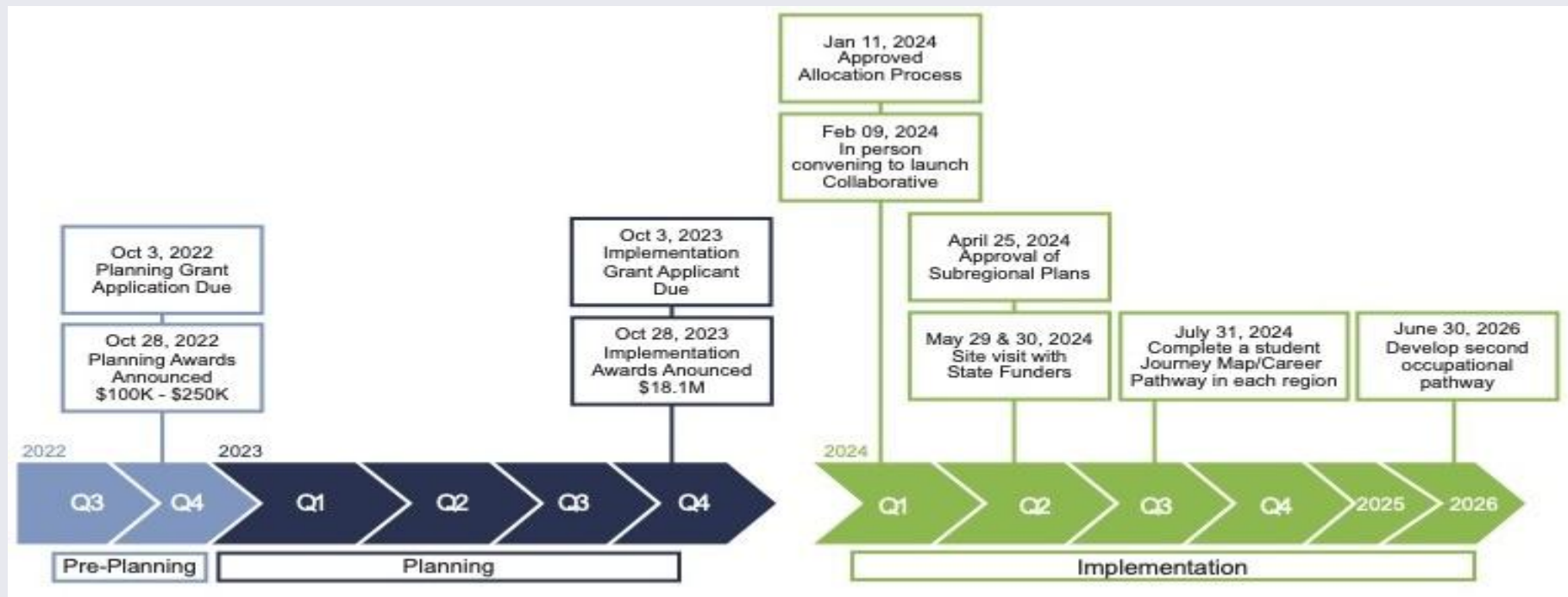
Who is the Central Coast K-16 Regional Collaborative?

The Central Coast K-16 Regional Collaborative is a collective impact initiative of K-12, Community College, California State University, and University of California partners



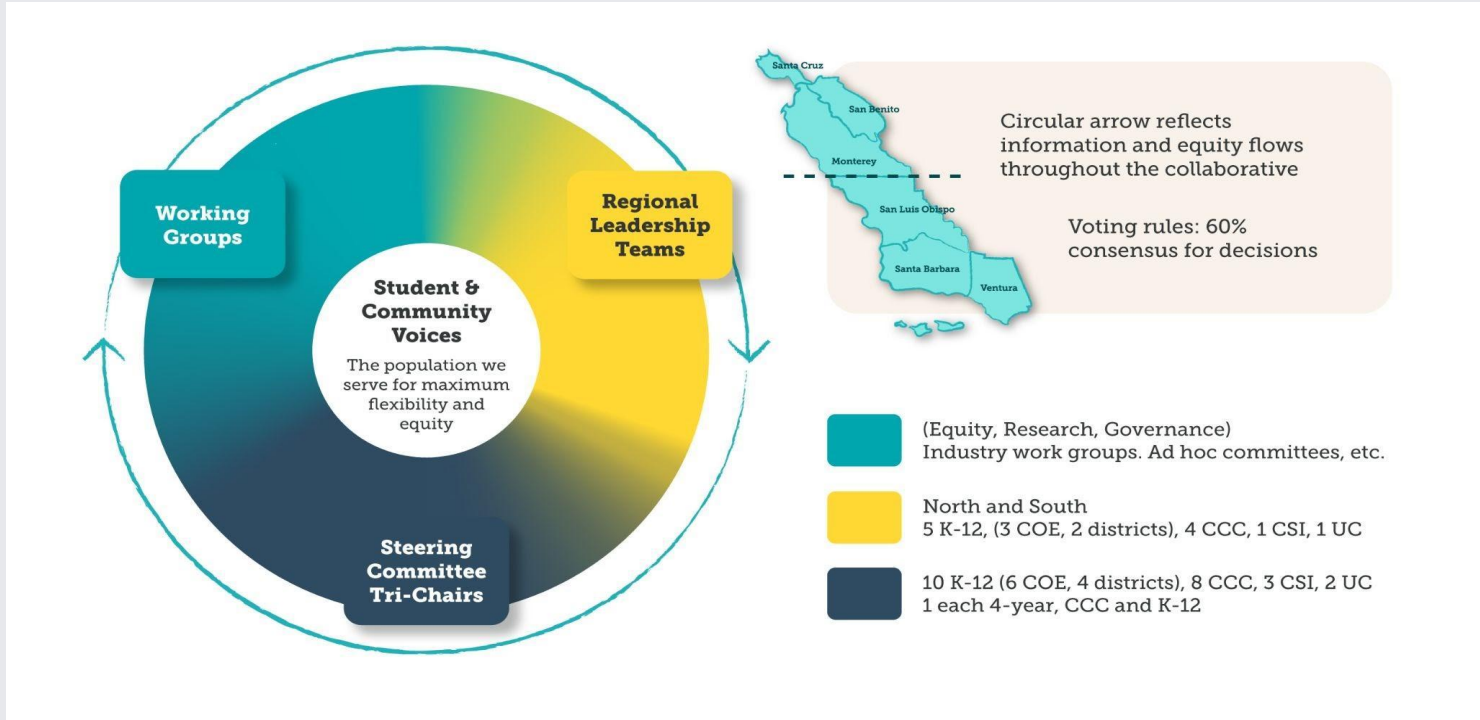
www.centralcoastk16collab.org

Central Coast K-16 Regional Collaborative Grant Timeline



A strong, sustained Collaborative that will advance systemic changes to ensure socioeconomically disadvantaged students thrive within education and workforce systems

GOVERNANCE STRUCTURE



K-16 Regional Collaborative Steering Committee

EDUCATIONAL REPRESENTATIVES

Anthony Marenco, Ventura COE
Chance Hoellwarth, Cal Poly San Luis Obispo
Consuelo Williams, Ventura COE
Faris Sabbah, Santa Cruz COE
Jenn Perry, CSU Channel Islands
Keith Thorbahn, San Benito COE
Lee Anne McNulty, Allan Hancock College
Jason Curtis, Cuesta College

Maria Rocha-Ruiz, UC Santa Cruz *Tri-Chair

Mario Castellanos, UC Santa Barbara

Matt Wetstein, Cabrillo College *Tri-Chair

Michael Gutierrez, Hartnell College
Michael Specchierla, San Luis Obispo COE
Heather Contreras, Pajaro Valley USD

Oscar Hernandez, Rio School District *Tri-Chair

Paul Robinson, Santa Maria USD

Ralph Porras, Monterey COE

Pedro Avila, Gavilan College

Randy Bangs, Soledad USD

Robert Cabral, Ventura CCD

Sarah Cameron, Santa Barbara COE

Vincent van Joolen, Monterey Peninsula College

INDUSTRY REPRESENTATIVES

Keith Lombardo, Ph.D., National Park Service

Martin Enriquez, HP

Marc Carson, Hancock College, Industry Rep

Dr. Ramon Flores, NAVSEA

Gretchen Anderson, Cal Teach Director, UCSC

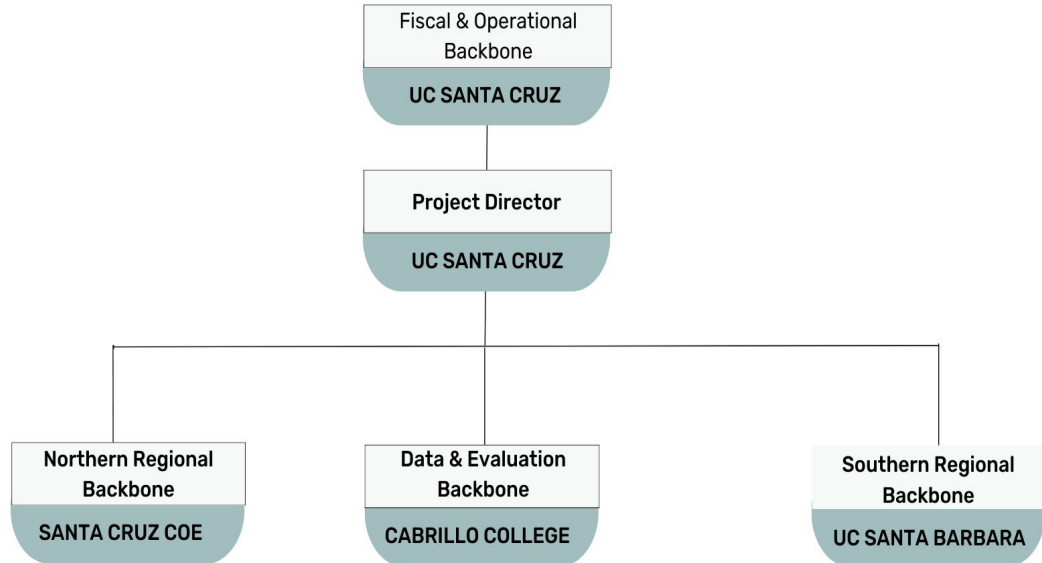
Doug Erickson, Santa Cruz Works

Cal Gordon, MD, Santa Cruz County Health Services

Chance Hoellwarth, Cal Poly San Luis Obispo

BACKBONE STRUCTURE

CENTRAL COAST K-16 OPERATIONAL BACKBONE



CENTRAL COAST – HIGH DEMAND JOBS

HEALTH
CARE

COMPUTERS
&
ENGINEERING

STEM
EDUCATION



5,630 HS
science
teacher
openings

3,300
software
openings

10,250 RN
job
openings

Data Sources:

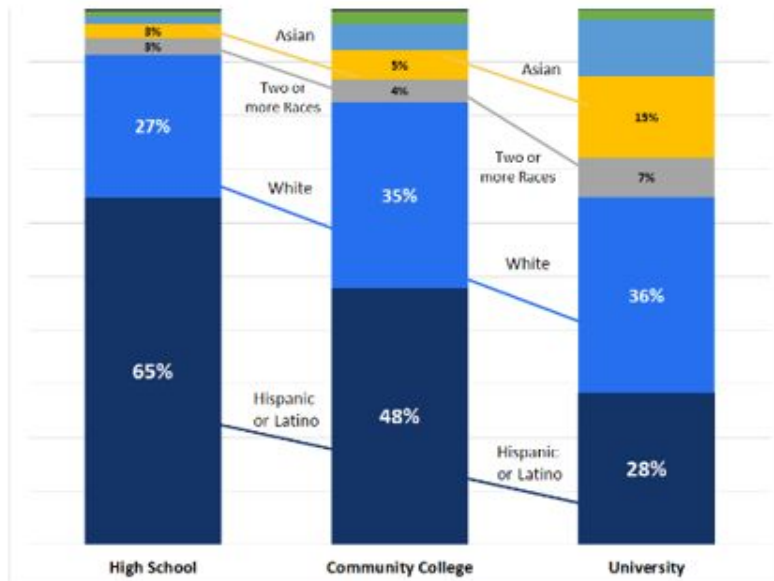
California Employment Development Department Data for Registered Nurse, Computer Programmer/Software Developer, and Secondary HS Science Teacher positions in the six-county Central Coast region



www.centralcoastk16collab.org

We are here because of **persistent educational and economic inequities** in the region

Hispanic or Latino students are underrepresented in postsecondary enrollments compared to high school enrollments in the region



	High School	Community College	University
Other (defined differently across segments)	1%	5%	11%
American Indian or Alaska Native	0.3%	0.3%	0.2%
Native Hawaiian or Other Pacific Islander	0.2%	0.3%	0.2%



Data Driven & Equity Focused

A new model for the Central Coast, bringing education and industry leaders together to meet regularly and advance the cause of equitable access & attainment across our region

Industry

K-12 Schools

Community
Colleges

4-Year
Universities



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North Star & Near Star

North Star

Create a Central Coast Region in which historically marginalized students achieve their goals within K-16 education and local industry, and secure high-wage, high impact careers that advance opportunities for upward mobility.

Near Star

The Collaborative will co-design with all educational partners an equitable, aligned and effective educational system across the region by prioritizing systemic changes that benefit economically disadvantaged students. Building on community strengths, assets and aspirations, we will ensure fair representation of community and student voice. In the next three years, using data-informed practices, the Collaborative will eliminate systemic inequities and advance equity of outcomes for our region's economically disadvantaged students.



www.centralcoastk16collab.org

GOALS



Increase the alignment of our K-16 educational systems to best support students' postsecondary aspirations



Disrupt inequitable systems and structures in our institutions, with a commitment to urgent action grounded in research and deep listening



Build upon our students' strengths, assets, and rich cultural and linguistic contributions to prepare them for economic mobility in the region



OBJECTIVES

The three-year objectives for our Collaborative during the grant period are:

Objective 1: Cultivate inclusive, engaging, and equity-oriented learning environments.

Objective 2: Retain students through inclusive support.

Objective 3: Provide high-tech, high-touch advising.

Objective 4: Support college preparation and early credit.

Objective 5: Establish and implement at least two aligned and equitable education-to-career pathways in Healthcare, Engineering/Computing, and/or STEM Education.



Fully Established Pathway

Industry-Connected Courses

- One course offered at each educational level (K-12, community college, CSU/UC)

Employer Commitment

- Aligned employment opportunities during and/or after pathway completion
- Priority consideration for students completing the pathway

Work-Based Learning Opportunities

- Sufficient opportunities to meet employer expectations
- At least one activity per educational segment for students

Pathway Roadmaps

- Course sequences, industry requirements (degrees, certifications)
- Preferential and general employment opportunities

Articulated Agreements

- Ensuring course continuity and alignment between education segments

Student Journey Map

K-12:

Watsonville High School Health Academy

Articulation w/ Patient Care 1
Dual Enrollment: Medical Terminology and Personal Health

Work-Based Learning

Guest Speakers
Field Experiences
Watsonville Community Hospital and Kaiser
Internships
Health Care Fair

CCC:

Cabrillo College AS
in Nursing

Cabrillo AA Health Science -> ADN

Guest Speakers
500 hrs Direct Patient Care
Community Health Workshops
Career Coaching
Paid Mentors
Paid Supplemental Instructors

UC/CSU:

Cabrillo ADN -> CSUMB BSN
Collaborative Health BS Global Health
@UCSC

90 hrs Direct Public Health Experience
Guest Speakers
Career Fairs
Career Coaching
UCSC Life in Medicine
Internships

Employers

Watsonville Community Hospital
CHOMP
Dominican Hospital
County of Santa Cruz
Kaiser
Clinica de Salud
PVUSD

RN:
Santa Cruz: \$84.25
Monterey: \$63.20
San Benito: \$70.49

RN:
Santa Cruz: \$84.25
Monterey: \$63.20
San Benito: \$70.49

In-demand, family-sustaining wage jobs

Funding Allocation Strategy

REGIONAL

1. Backbone Functions

2. Region-wide Initiatives

3. Local Intersegmental Partnerships

1. Fund Backbone Functions and Collaborative Capacity

- Data and evaluation (including qualitative evaluation and testimonials)
- Backbone staffing
- Fiscal staffing

2. Fund Region-wide Initiatives to Advance Collaborative Priorities

- Innovative efforts
- Professional development
- Increasing availability and access to dual enrollment
- Community engagement
- Pathway mapping technical assistance

3. Fund Local Intersegmental K-12, CCC, and 4-Year Partners

Funded Projects

- Dual Enrollment Initiative
 - Establish programs for students to earn college credit while in high school.
- Elementary College Exposure
 - 4th graders visit local community colleges to learn about higher education.
- High School College Exposure
 - Health-focused career day for high school students with hands-on activities.
- NGSS Teacher Professional Development
 - Train teachers to improve science education and include health career pathways.
- Work-Based Learning/Paid Internship
 - Offer paid internships in healthcare for high school and community college students.
- Healthcare Speaker Series
 - Host events to inform students about healthcare careers and education paths.

K-12 PARTICIPATION: Benefits

- Collaboration with institutions across K-12 LEAs, Community College, CSU, UC and Industry
- Organizational planning and implementation support from Central Coast K-16 Collaborative leaders
- Funding over 3 years for aligned activities that contribute to building out pathways and advancing equitable access



Increased Demand for Clinical Experiences

- Key component of the K-16 Collaborative initiative: partnership between the medical community and educational systems
- Goal: Provide students with clinical work-based experiences and opportunities to engage with medical professionals
- The K-16 Regional Collaborative initiative will significantly increase student interest and demand for clinical work-based experiences



Health Workforce Council Updates

IBHAC Workforce

- Cabrillo College & Santa Cruz City Schools developing dual enrollment human services course for high school students
- IBHAC Workforce Convening: 10/24 10-11:30am (online)
Theme: case management and lay counselor academies and DHCS TA Marketplace funding

Medical Assistants

- Hosted first in-person workgroup meeting at Cabrillo College
 - Cont. in-person workgroup meeting at WASCAE & SCCOE
 - Focused on MA training overview and employer feedback
-



Medical Assistant Workgroup hosted at Cabrillo College on August 23rd, 2024

Health Workforce Council Updates

Primary Care/Pediatrician

- [Central Coast K-16 Regional Collaborative Initiative](#)
- UC Santa Cruz Silicon Valley Extension - [Pre Med Post Baccalaureate Program](#)
- Santa Cruz County Office of Education [Career Pathways - Health Industry](#)

Nurses

- Survey re: advocacy and topics to focus on in 2025
 - Healthcare workforce housing
 - Increasing clinical placements
- 1440 Multiversity Healing Our Healthcare Heroes



Health Workforce Council Updates

Monterey Bay CHW Collaborative

- ~15 Cabrillo College CHW apprentices began fall 2024
- Exploring regional online platform for CHW recruitment

Surgical Technician

- Futuro Health Surgical Technician Program
 - <https://futurohealth.org/>
 - Present at HIP Council



Finish HWC listening tour sessions and compile findings



In-person Medical Assistant workgroup @ SCCOE Nov. 13th

HWC Quarterly Meeting Theme: Clinical Placement Training date TBD



September

October

November

December



IBHAC Workforce Convening: 10/24 10-11:30am (online)

Health Career Expo Nov. 15th 10am-1pm @ Cabrillo College

In-person Medical Assistant workgroup @ WASCAE TBD

HEALTH CAREER EXPO



NOVEMBER 15, 2024

10:00AM-1:00PM

CABRILLO COLLEGE CAFETERIA

6500 SOQUEL DR, APTOS

ATTENTION

SANTA CRUZ COUNTY HIGH SCHOOL STUDENTS

- **Meet a variety of Healthcare Workers and learn about local career opportunities available for YOU!**
- **Meet with Cabrillo's Allied Health Faculty and Staff about programs to prepare you for exciting careers in healthcare!**
- **Tour the state-of-the-art Allied Health Classrooms and labs!**

For more information email:
yourfutureisourbusiness@gmail.com



Next steps

**Attend IBHAC Workforce Convening
Thursday Oct. 24th 10-11:30AM**

[Zoom Link](#)

**Sign-up for Health Career Expo
Nov. 15th 10AM-1PM @ Cabrillo College**

[Link to RSVP](#)

Attend HWC Quarterly Convening Dec. TBD

December date/location to be determined - stay tuned!





HIP's Community Forum was held on September 12th, 2024

Thank you!

www.hipscc.org/workforce

